

**Meeting for Worship with Attention to Business
Asheville Friends Meeting**

First Month 10, 2016

Present: Bobby Carter, Rylin Hansen, Adrienne Weir, Jim Bartram, Rusty Maynard, Paul Hibschan, Sharon Smith, Desaray Smith, Ruth Stewart, Patti Hughes, Pat Johnson, Margaret Farmer, Jim Hipkins, Kitti Reynolds, Steve Livingston, Joy Gossett, Patty Burgess, Hannah Burgess, George Gjelfriend, Kristi Gjelfriend, Nick Mimkin, Aaron Hubbard, Barbara Esther, Recording Clerk and Gail Hipkins, Presiding Clerk.

Meeting began with a period of silent worship from which co-clerk, Gail Hipkins, read the following:

6. To Overcome Evil

I seek the strength to overcome evil.

I seek the strength to overcome the tendency to evil in my own heart.
I recognize the tendency to do the unkind thing when the mood of retaliation or revenge rides high in my spirit;
I recognize the tendency to make of others a means to my own ends;
I recognize the tendency to yield to fear and cowardice when fearlessness and courage seem to fit easily into the pattern of my security.
I seek the strength to overcome the tendency to evil in my own heart.

I seek the strength to overcome the evil that is present all about me..
I recognize the evil in much of the organized life about me;
I recognize the evil in the will to power as found in groups, institutions and individuals;
I recognize the terrible havoc of hate and bitterness which makes for fear and panic in the common life.
I seek the strength to overcome the evil that is present all around me.

I seek the strength to overcome evil; I must not be overcome by evil.
I seek the purification of my own heart, the purging of my own motives;
I seek the strength to withstand the logic of bitterness, the terrible divisiveness of hate, the demonic triumph of the conquest of others;

What I seek for myself I desire with all my heart for friend and foe alike.

I seek the strength to overcome evil.

Meditations of the Heart
Howard Thurman

Friends accepted the agenda as prepared.

We postponed the approval of the Twelfth Month minutes until Second Month.

Financial Report - Alan, our new treasurer, is in the hospital at this time, so the budget will be reviewed for approval in Second Month.

Announcements

SAYMA - We are asked to submit an analysis of our census information so that the Finance Committee for the yearly meeting can move forward. This and the State of the Meeting Report will be due at the end of March. Plans are being made for the preparatory meeting of committee clerks from our monthly meeting.

AFSC - Patti Hughes asks for feedback on the Let Your Life Speak project from everyone who participated.

Committee Reports:

Nominating Committee-George Gjelfriend

(1) We would like to nominate Paul Hibschan to serve on the Care & Nurture Committee. Paul has been a Friend for many years elsewhere, but he got here as soon as he could. He is also a psychotherapist and will be a valuable addition to C&N. We ask for your approval.

(2) We would like to nominate Patty Burgess to serve on and clerk the Hospitality Committee. She has willingly agreed to redefine the purpose of the committee and breathe new life into it. We ask for your approval.

* (3) We would like to nominate Hannah Burgess to serve on the Hospitality Committee. Hannah is Patty's daughter and we think they will work well together. We ask for your approval.

(4) After lengthy and thoughtful deliberation the Nominating Committee has decided not to track the end-of-service dates of committee members. Instead, Friends wishing to be released from a committee responsibility should inform the Nominating Committee of their intent. The Nominating Committee will then update its records and inform the Business Meeting - from which no action is required. We ask for your acknowledgement.

Respectfully Submitted, George Gjelfriend, clerk

Minute # 1: Friends approved the appointment of the following: Paul Hibschan to Care and Nurture Sub-Committee, Patty and Hannah Burgess to Hospitality Committee, with Patty serving as clerk.

House and Grounds Committee-Nancy Kuykendall

JAG and Associates, Jody Guokas, has surveyed the house to suggest ways to handle repair and maintenance of our meetinghouse, along with an estimate of cost with a

generous offer of billing at cost. Jody's recommendation for siding is best quality cedar (kiln dried after treatment) instead of a mismatched smart siding and for us to use top quality paint to be longer-lasting. The report did not include everything we might want to do, such as the brick posts off the porch. Instead, Jody chose the most urgent items for safety and care of the building. One Friend asked that the job of sealing the crawl space be simplified to trim cost. He also pointed out that the sealing would only be a partial solution. Another Friend reminded us that this has been a concern for a number of years, and that Green Opportunities could possibly contribute up to \$500 towards greening the building. The mustiness of the building has been a serious problem to several people who had to discontinue attending our meeting. The committee discussed the high cost with Jody, and found that the quality of the plastic, the pinning down of that cover and the very shallow areas that would require more labor all contribute to the somewhat higher cost. A Friend suggested that the person with the concern could meet with the committee when the contractor returns. Because of the many details in this request Friends decided to hold a called meeting on January 24, Sandwich Sunday. Both the estimate and the AFM fund that would carry some of the burden of cost will be posted for Friends.

Racial Justice Committee-Desaray Smith

PRESENT: Margaret, David, Desaray, Sharon, Jim

REGRETS: Lauren, George

ABSENT: Gita, Rylin, Scotty, Adrienne

2015 BUDGET PROPOSAL:

Q: The RJC of AFM was invited to answer follow-up questions regarding our budget request. The follow-up questions include: Why is the RJC asking for so much money? What is the training for? Can the RJC send one person, who will then come back to train the rest of us?

A: The Racial Equity Institute is essentially a racial justice consulting firm that offers a 24 month process for organizations that want to make a racial justice transformation. They offer two 2-day workshops followed by 18 months of planning, visioning, coaching, and follow up. Health and human services agencies, law enforcement agencies, and community-based agencies have all hired this firm, as well as faith-based organizations. Based on our first year of work, the AFM RJC recognizes the need for more training and support to guide AFM through transformational racial work and we are endeavoring upon that first step by taking the Phase I 2-day training. The 1200 dollar request covers the 3/4 of the cost for 7 people to attend the two-day training. The RJC is committed to raising the remainder of the funds on our own. We are requesting to send more than one person because REI recommends that anti-racism work in institutions works best using a team approach. The description of the two day workshop follows:

"This is a two-day long process that helps to provide talking points, historical information and an organizational definition of racism. REI believes that organizations are often working in very intentionally civil ways, yet operating from multiple understandings that rely more on personal feelings and popular opinion. This creates complications to the goals of eliminating racial and ethnic disparities and producing equitable outcomes."

BOOK ORDER:

RJC has ordered 28 books to give to the meetinghouse library. The books include children's books, as well as fiction and non-fiction for adults. We look forward to presenting this gift to the Meeting.

We were unable to order two very important titles: Fit for Freedom Not for Friendship, as well as Becoming the Antiracist Church: Journeying Toward Wholeness

*** Jim will ask Marcia Masters to order 3 copies of "Fit" and "Becoming" ***

*** Margaret will create 38 book plates***

SOCIAL MEDIA AND COMMUNICATIONS:

The RJC continues to gather information on the history, processes and procedures related to AFMs internet and social media presence.

*** David will schedule a coffee date with Steve Livingston to gather more information

MEETING LOCATIONS:

The RJC continues to endeavor to find a meeting location to meet the accessibility needs of our individual members. The Meeting House continues to struggle with a mold problem and doesn't have wi-fi for quick completion of RJC meeting draft notes. Individual homes have various barriers including parking and steps. Public locations usually involve commerce, which doesn't create the ideal setting for centering and seasoning. Next month we will meet at another member's home. There is a handicapped parking space about 20 feet from the main entrance, the apartment is located on the first floor, has wi-fi access, and to the best of our knowledge no mold and no commerce.

*** Jim will call George to get a better understanding of his needs for a meeting place to ensure that next month's location can accommodate his needs ***

BOOK CLUB: *UNDERSTANDING AND DISMANTLING RACISM: PRINCIPLES FOR ORGANIZING FOR CHANGE*

1.) There must be a crisis. Racial transformation in institutions only happens as a result of crisis, either planned or unplanned. Change requires disruption.

- 2.) Participants must have a common analysis of racism. Hence the need for training.
- 3.) Institutional transformation has to be an inside job, by members of the institution.
- 4.) Trained organizing teams are needed to guide the way. One person cannot do it.
- 5.) Institutional

A Friend informed us of the other Quaker groups that have used REI. Another Friend spoke in support of the training that an RJC team will be getting. We were also reminded that the Racial Justice Committee is charged with helping us to identify racism in our meeting and among Quakers. This will entail change from within, doing the hard work of learning what is wrong with ourselves so that we can be transformed.

A Friend spoke of her process of self-examination over many years, having a family history of slave-ownership generations ago. As a child she questioned the separation of people of color from those called white. She wonders what evidence there is in the meeting of racism, given the collective experience of Friends in our meeting. She personally does not see racism and white supremacy in our meeting, but acknowledges the hard work and high standard held by those working on racial justice. Another Friend spoke of her inherent racial privilege as a white person. She asked that we work together to take away the systemic and institutional bias that is part of life for us. We were reminded that we are all complicit in the system as it exists. One Friend asked whether this is the best way to use our limited financial resources. We experience both historical racism and understanding racism as it is embedded in our daily lives. The training may help us to achieve the end goal of confronting racism within our community. A Friend stated that the will to put the money forward toward the training of a team is key to our progress on change. Another Friend described us as a traumatized people who sorely need the change the committee seeks.

Minute #2 Friends acknowledge the existence of racism among us and seek a way to heal and go forward. Friends felt a welling up of approval for the training of seven members of the Racial Justice Committee in February 2016, through the Racial Equity Institute.

Minute #3 Friends support the expenditure of \$1200 for 3/4 of the training cost as part of the committee budget request.

The budget as a whole will be addressed in February; however, the delay in approval of the funds will not be problematic for those attending the institute.

We closed with a moment of silence to meet again as way opens on First Month 24, 2016 for a called meeting and again on Second Month 7, 2016, for our regular meeting.